

Marion Co.

AFSCME Council 61 (Sheriff)

7/1/2006 6/30/2008

AGREEMENT

THIS AGREEMENT entered into this 1st day of July, 2006, by MARION COUNTY SHERIFF DEPARTMENT, hereinafter referred to as the "Employer", and LOCAL 3673-4 of COUNCIL 61, AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, AFL-CIO, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences. Throughout this Agreement, wherever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, identified as Senate File No. 531, which was signed into law on April 23, 1974. This Agreement constitutes the complete and final agreement between the parties on all bargainable issues.

ARTICLE 1
RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for those employees of the Employer in the following bargaining unit established pursuant to Order of Certification No. 4717, dated October 21, 1992.

INCLUDED: All regular full-time and regular part-time Civil Deputies, Patrol Deputies, Jailers and Dispatchers of the Marion County Sheriff's Department.

EXCLUDED: Supervisory employees, including Chief Deputy, Head Civil Deputy, Chief Dispatcher and Chief Jailer, Reserve Deputies, Department Heads, confidential employees, and all others excluded by the Act.

ARTICLE 2
SEPARABILITY AND SAVINGS

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

The Employer and the Union agree to meet at the earliest possible mutually agreeable time (within thirty (30) days) for the purpose of negotiation and appropriate replacement for the Article, section, or portion thereof held to be invalid or unenforceable.

ARTICLE 3
EMPLOYER RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, the Employer shall have, in addition to all powers, duties, and rights established by constitutional provisions, statute, ordinance, charter, or special act, the exclusive power, duty, and right, including but not limited to:

- a) the right to plan, direct and control the work of its employees;
- b) the right to hire, promote, demote, transfer, assign and retain employees;
- c) the right to discipline, suspend and discharge employees for proper cause;

- d) the right to develop and enforce rules for employee discipline;
- e) the right to maintain the efficiency of governmental operations;
- f) the right to schedule working hours and require overtime work;
- g) the right to determine the number and starting times of shifts, the number of hours and days in the workweek, and the number of persons to be employed by the Employer at any time;
- h) the right to determine employee qualifications;
- i) the right to schedule vacations;
- j) the right to relieve employees from duties because of lack of work or other reasons;
- k) the right to determine what work or services shall be purchased or performed by the unit employees;
- l) the right to change or eliminate existing methods, equipment, or facilities;
- m) the right to determine and implement methods, means, assignments, and personnel by which the Public Employer's operations are to be conducted;
- n) the right to take such actions as may be necessary to carry out the mission of the Public Employer; initiate, prepare, certify and administer its budget; and exercise all other powers and duties granted to the Public Employer by law.

ARTICLE 4 NO STRIKE - NO LOCKOUT

The parties agree to faithfully abide by the applicable provisions of the Act. Neither the Union, its officers or agents, nor any of the employees covered by this Agreement, will engage in, encourage, sanction, support or suggest any strikes, slowdowns, boycotting, mass resignations, mass absenteeism, the willful absence from one's position, work stoppage, or any such related activities.

The Union recognizes that, in the event of a work stoppage, the Union has an obligation and a duty to notify and urge any and all employees who may be involved in such activity to return to work immediately and to refrain from such work stoppage.

The Employer has the right to take any other action pursuant to Chapter 20.12 of the Iowa Code. The Employer pledges that it will not engage in a lockout of employees during the term of this Agreement.

ARTICLE 5
GRIEVANCE PROCEDURE

The parties agree that an orderly and expeditious resolution of grievances is desirable. All matters of dispute that may arise between the Employer and an employee or employees regarding a violation, application or interpretation of the expressed provisions of this Agreement shall be adjusted in accordance with the following procedure:

Grievance Steps:

Step 1. An employee and/or Union Steward shall present a complaint or problem in writing to his/her immediate supervisor or his/her designated representative within five (5) calendar days following its occurrence or within five (5) days of when the employee knew or should have known of its occurrence in an effort to resolve the problem in an informal manner. The immediate supervisor or his/her designated representative will answer the grievance in writing within five (5) calendar days.

Step 2. If the grievance is not settled in Step 1, the aggrieved employee and/or Union Steward shall present the grievance in writing to the Sheriff or his/her designated representative within five (5) calendar days following the immediate supervisor's written answer. The Sheriff and/or his/her designated representative shall meet with the aggrieved employee and/or the appropriate Union representative to discuss and attempt to resolve the grievance. Within ten (10) calendar days, the Sheriff or his/her designated representative will answer the grievance in writing.

Step 3. Any grievance not settled in Step 2 of the grievance procedure may be referred to arbitration, providing the referral to arbitration is in writing to the other party and is made within fifteen (15) calendar days after the employee's receipt of the Sheriff's answer given in Step 2. It is expressly agreed and understood that no employee shall have the right to compel the arbitration of a grievance without the consent of the Union. The Union Steward shall be present at the time of all meetings dealing with the grievance.

If a grievance is not presented within the time limits specified in this Article, it shall be considered waived. If a grievance is not appealed to the next Step within the specified time limits, it shall be considered settled on the basis of the Employer's last answer.

If a grievance at any Step is not timely answered by the Employer, it may automatically be referred to the next Step.

After either party has notified the other of its referral of a case to arbitration, the parties will meet within ten (10) calendar days after receipt by either party of the notice of referral of a case to arbitration to select an arbitrator or to request, in writing, the Federal Mediation and Conciliation Service or Iowa Public Employment Relations Board to furnish a suggested list of names of seven (7) arbitrators from which list the parties shall select one (1) arbitrator. Such selection shall be by agreement, if possible; otherwise, by the parties alternately eliminating names from the list. Choice of the first strike shall be determined by coin flip. Each party can reject the entire arbitration panel one time prior to the selection procedure commencing. If either party deems the panel to be unacceptable, another panel will then be requested. Once the acceptable panel is received, the arbitrator is to be selected within fifteen (15) workdays. After each party has eliminated the names of three (3) arbitrators from the

list, the arbitrator whose name remains on the list shall be accepted by both parties as the arbitrator to hear and decide a resolution to the pending case. The arbitration hearing should occur within forty-five (45) days after the arbitrator has been determined or on the first date all the parties have available. The fees and expenses of the arbitrator will be shared and paid equally by the parties. Each party shall pay its own cost of preparation and presentation of arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case the parties shall equally divide the cost of stenographic reporting and of the transcripts. The arbitrator shall have no power to change, ignore, alter, nullify, detract from or add to the provisions of this Agreement. The arbitrator's decision will be final and binding on the parties. All grievance and arbitration meetings under this Article are to be held in private and not open to the public. Employees selected by the Union to act as Union representatives who may represent employees shall be certified in writing to the Employer by the Local Union.

The Steward will be permitted to leave his/her work assignment after he/she has notified the Administrator that he/she is investigating a complaint or alleged violation of the contract or dealing with grievance matters. The Steward shall not leave his/her work until the Administrator has had reasonable time to provide a replacement, if necessary, and subject to overriding work considerations. It is understood that a formal meeting may be requested at each step of the grievance procedure.

ARTICLE 6 HOURS OF WORK AND OVERTIME

The Employer shall establish and post the hours of work. The purpose of this section is to define the normal hours of work, and shall not be construed as a guarantee of hours of work per day or days of work per week. Determination of daily and weekly hours of work shall be made by the Employer. The Employer shall establish and post the hours of work.

Lunch and Break Periods. Daily work schedules for Deputy Sheriffs will normally include a one-half (1/2) hours unpaid lunch period daily and one (1) fifteen (15) minute paid rest period during each one-half (1/2) work shift. Dispatchers and Jailers are required to be on duty at all times during each scheduled shift.

Overtime - Dispatchers and Jailers. Overtime shall be paid for at the rate of time and one-half (1 1/2) the employee's straight time hourly rate for hours worked in excess of forty (40) hours in any workweek. Overtime must have prior approval of Sheriff or his/her designee. The Sheriff will attempt to assign overtime on a rotational basis. An employee who declines overtime will be considered as having worked it for purposes of this subsection. For Dispatchers and Jailers, temporary schedule changes shall not be made for the purpose of eliminating or avoiding overtime.

Overtime - Deputies. Overtime shall be paid for at the rate of time and one-half (1 1/2) the employee's straight time hourly rate for hours worked in excess of 171 hours in a twenty-eight (28) day work period. Overtime must have prior approval of Sheriff or his/her designee.

Only vacation and holiday pay shall count as working time for the purpose of determining overtime.

Deputies, Dispatchers and Jailers may elect to receive compensatory time in lieu of overtime pay. Deputies may accumulate a maximum of one hundred twenty (120) hours of compensatory time. Deputies may carry over a maximum of forty (40) hours of comp time per contract year. Dispatchers and Jailers may accumulate up to a maximum of twenty-four (24) hours of compensatory time. Dispatchers and Jailers may carry over a maximum of sixteen (16) hours. Dispatchers and Jailers can use comp time as long as replacement does not require expenditure of overtime. Dispatchers and Jailers may elect compensatory time only for hours worked over forty (40) in the workweek. (Deputies may elect compensatory time only for hours worked over one hundred seventy-one (171) hours in the twenty-eight (28) day work period.) All other premium pay, i.e., hours worked on a holiday, will be paid in the form of cash. Comp time must be scheduled with and approved by the Sheriff or his/her designee.

ARTICLE 7 CALL BACK PAY

Call Back and Court Time. If a Deputy is recalled to work or required to appear in court as a witness outside of their regular scheduled work hours or on a non-scheduled day, they shall be credited with a minimum of two (2) hours work time at the appropriate rate of pay. If a Dispatcher or Jailer is recalled to work or required to appear in court as a witness outside of their regular scheduled work hours or on a non-scheduled day, they shall receive a minimum of two (2) hours pay at the appropriate rate of pay.

ARTICLE 8 SICK LEAVE

Accumulation. Sick leave shall be accrued by a full-time employee at the rate of one and one-half (1 1/2) days per month to a total of ninety (90) days. Should an employee go below ninety (90) days, they will again accrue at the rate of one and one-half (1 1/2) days per month. If in any month, an employee uses more than ten (10) days sick leave, no sick leave will be earned for this month. Sick leave will be paid for on the basis of an eight (8) hour straight time day.

At the beginning of each year (July 1), the employee's sick leave balance in excess of ninety (90) days will be paid to the employee at the rate of one-half (1/2) his/her regular rate of pay for sick leave, if the employee has not used the eighteen (18) days earned in excess of the ninety (90) days. Sick leave may be used in one (1) hour increments.

Use of Sick Leave. Employees are eligible to use accumulated sick leave after the completion of the probationary period for any personal non-work related illness, injury, or temporary disability, including pregnancy. The Sheriff may require a physician's certificate or evidence supporting absences due to illness or injury. Approval of sick leave is not automatic and must be approved by the Sheriff.

Notification. When absences due to sickness are necessitated, the employee shall notify the Sheriff or designated representative no later than one-half (1/2) hour before the start of the employee's shift. Failure to do so, without a bona fide reason, shall result in the employee being considered absent without leave, and subject to disciplinary action.

Probationary Employee. Employees are not eligible for sick leave benefits during the probationary period. After successful completion of the probationary period, sick leave earned during said time period will be credited to the employee's account as of his/her date of employment.

Date of Employment. For the purpose of this chapter, an employee who begins his/her employment on or before the 15th day of the month will be credited with sick leave for the entire month. An employee who begins his/her employment after the 15th of the month will begin to accrue sick leave on the first day of the month following his/her employment.

Employees may not use sick leave or dental appointments unless the physician or dentist cannot schedule the appointment on the employee's non-work time.

Family Illness. Up to three (3) days of sick leave per year may be used if the employee's spouse, child, or parent is seriously ill or injured and requires extreme medical care.

Continuation of Vacation, Sick Leave and Health Insurance. All County benefits that operate on an accrual basis (such as vacation and sick days) continue to accrue only during the first thirty (30) days of any paid or unpaid sick leave absence. The County will continue to pay the County's share of the Health Insurance premiums during the first twelve (12) weeks of any paid or unpaid sick leave absence. The employee must pay his/her share of the premium if the employee desires the Health Insurance coverage to continue during the leave of absence.

Termination of Employment. All sick leave shall expire on the date of termination of employment and no employee shall be reimbursed for sick leave outstanding at the time of such separation.

Leave Without Pay. Upon written request by the employee, prior to the employee exhausting his/her vacation leave and sick leave, leave without pay may be granted by the Employer, in writing, for a period of time not to exceed the remaining period of disability after both sick leave and vacation leave have been exhausted. An employee granted leave without pay shall not accrue vacation, sick leave or other benefits except up to thirty (30) days of seniority. When the employee returns to work within six (6) months, he/she will be returned to the same shift and position or a comparable position. After six (6) months, it is understood that the Employer cannot hold the same job or shift open.

ARTICLE 9 SENIORITY

Seniority means an employee's length of continuous service with the Employer since his/her last date of hire. Seniority lists shall be updated and posted semi-annually.

A new employee shall serve a probationary period not to exceed one hundred eighty (180) days. The probationary period for part-time employees may be extended by the Sheriff, not to exceed one (1) year. A deputy sheriff shall serve a probationary period of nine (9) months provided the employee has successfully completed training at the Iowa law enforcement academy prior to hire. If the employee has not successfully completed training prior to initial appointment, the probationary period shall commence with the date of initial employment and shall continue for a period of up to nine (9) months following the date of certification. Upon completion of the probationary period, they shall be put on the seniority list and their seniority shall be determined from their date of employment. An employee may be terminated for any reason during the probationary period without recourse to the grievance procedure.

Part-Time Employees. Seniority for part-time employees will be calculated on a pro rated basis based on the number of hours an employee works during each year.

An employee shall lose their seniority and the employment relationship shall be broken if the employee quits, is discharged for proper cause, or retires. Seniority rights will also be forfeited if the employee is absent from work for any reason for a period of one (1) year, except in the case of work-related injuries.

Job Posting. Shift vacancies within a classification will be posted for four (4) calendar days and bid according to seniority, provided the employee has the necessary certification for the opening. The Sheriff will notify the successful bidder within five (5) calendar days.

Reduction in Force. When the Employer determines that layoffs are necessary, those employees with the least seniority in the job classification affected will be laid off first, provided those employees retained are the most qualified to carry on the work or operation, probationary employees, then part-time employees will be laid off before full-time employees are affected. The employee removed can then replace the least senior employee in any lower job classification, provided they previously held that position. While on layoff, an employee is not eligible for holiday or any other benefits. Vacations, sick leave and seniority do not accrue during a layoff.

On recall from layoff, employees will be returned to work in the reverse order in which they were laid off, if they are qualified to perform the work available. Employees to be recalled after being on layoff shall be notified as far in advance as possible by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record. Seniority and the employment relationship will terminate if the employee fails to report to work within five (5) calendar days after being notified to return to work.

ARTICLE 10 JURY DUTY

Any regular full-time employee, including probationary employees, who are selected as a juror shall receive a paid leave of absence for the time spent on such duty. Compensation received by the employee shall be turned over to the Employer, with the exception of mileage and meals. Employees who are released from jury duty are expected to return to work.

ARTICLE 11 MILITARY LEAVE

Military leave shall be granted by the County Sheriff or Board of Supervisors, as the case may be, in accordance with the provisions of Section 29A.28 of the Code of Iowa.

ARTICLE 12 FUNERAL LEAVE

Each regular full-time employee (including probationary employees) shall be eligible for a paid leave of absence of up to three (3) days with pay in the event of the death of the following personal family members: spouse, children, parents, sister, brother, grandparents, mother-in-law, father-in-law, sister-in-law, brother-in-law. For aunts, uncles or being a pallbearer, an employee shall have one (1) day of pay.

Only days absent which would have been compensable workdays will be paid for at the rate of an eight (8) hour day. No payment will be made during layoffs or other unpaid leaves of absence. In order to get funeral leave, one of the days taken must include the day of the funeral. Funeral leave is a separate leave and is not deducted from any other leave account.

ARTICLE 13 HOLIDAYS

Regular full-time employees, except seasonal and part-time employees, are eligible for the following paid holidays:

New Year's Day	Veterans Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Labor Day	Christmas Day
Independence Day	

Holidays are to be paid at the rate of eight (8) hours at the employee's straight time wage rate. The regular full-time employees shall be paid for each of the holidays set forth in this Article occurring during the period in which they are actively at work. An employee scheduled to work on any recognized paid holiday shall receive holiday pay plus time and one-half (1 1/2) the employee's regular hourly rate for hours worked on the holiday.

For persons who work Monday through Friday: If a holiday falls on a Saturday, the Friday before shall be observed as the holiday. If the holiday falls on a Sunday, the Monday following shall be recognized as the holiday.

To be eligible for holiday pay, an employee must have worked the last full scheduled workday immediately before and the first full scheduled workday immediately after such holiday.

An employee shall be entitled to an additional vacation day when a recognized holiday occurs during his/her time off work due to vacation. Said additional day must be taken the day before vacation starts or the date after the vacation period ends as long as it is within the same pay period as the vacation.

Employees are not eligible for holiday pay if on layoff or during an unpaid leave of absence. If a holiday falls within an approved paid sick leave absence, the employee will receive holiday pay and the day will not be deducted from the employee's accumulated sick leave.

Personal Day. All full-time employees are eligible for one (1) personal day each year. This day must be scheduled in advance and approved by the Sheriff.

Part-Time Employees. Part-time employees who work on a holiday shall be compensated at time and one-half (1 1/2) for hours worked.

ARTICLE 14 CHECKOFF

Upon receipt of a lawfully executed written authorization from an employee, which may be revoked in writing at any time by giving thirty (30) days written notice, the County agrees to deduct the regular monthly Union dues from each paycheck and remit such deduction by the fifteenth (15th) day of the succeeding month to the business address of the Union, with an accompanying list of employees in the bargaining unit, identifying from whom payroll deductions were made. The Union will notify the County in writing of the exact amount of such regular membership dues to be deducted. The County shall require thirty (30) days from the receipt of the written authorization before the first deduction can be made. The requests or forms authorizing dues to be deducted shall be provided by the Union.

The Union agrees to indemnify and hold the County harmless against any and all claims, suits, orders, or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this dues checkoff clause.

ARTICLE 15 INSURANCE

A County-wide health insurance committee comprised of representatives from County employees and management will be established. The total number of committee members to be determined by the Board of Supervisors. The committee will include 1 Deputy Sheriff representative and 1 representative from the Dispatcher/Jailer classification of the Unions choosing. The purpose of the insurance committee is to study and explore alternative insurance plans and cost containment methods. Employees of the bargaining unit will receive the same health insurance plan(s) and the County will contribute the same amount toward premiums as it does for other County employees. The County will offer a plan that includes single coverage at no cost to the employee.

The County will pay 100% of the monthly single premium for each regular full-time employee eligible for the County provided group dental insurance plan. If an employee elects to cover his/her eligible dependents, he/she may do so by paying the full cost of the dependent (difference between family single premium) monthly premium.

The County will pay the premium for a \$10,000 life insurance policy for each eligible regular full-time employee.

The insurance program referred to in this contract shall be subject to all terms and conditions of the contract with the insurance carrier(s) selected by the Employer.

ARTICLE 16 PAY PERIOD

Paychecks will be available for distribution in the Sheriff's Department between 8:00 AM and 4:30 PM every other Friday. Paychecks will be released to the employee unless another is authorized, in writing, to pick up the paycheck. Paychecks will be mailed at the employee's request.

ARTICLE 17 VACATION

Full-time employees are eligible for vacation as follows:

<u>Years of Continuous Service</u>	<u>Days of Vacation/Year</u>
After 1 year of employment	5 days
After 2 years of employment	10 days
After 7 years of employment	15 days
After 14 years of employment	20 days
After 25 years of employment	25 days

All vacations must be taken during the twelve (12) month period following the anniversary date of qualifying employment unless approved in writing by the Sheriff.

All vacation requests are subject to the approval of the Sheriff or his designee. Vacations will be given on a seniority basis as long as the vacation is applied for sixty (60) or more days in advance. If vacations are applied for with less than sixty (60) or more days in advance, it will be on a first come, first serve basis.

Upon resignation or termination from County service, an employee shall be paid on a pro rata basis for all unused vacation left at the time of termination.

Vacation pay will be at the employee's normal pay for the week for which he/she would have been regularly scheduled to work. Up to ten (10) days of accumulated vacation may be taken in daily increments. Vacation may be taken in four (4) hour increments and may be used in place of such leave with prior approval of the Sheriff or designee.

ARTICLE 18 DEFINITIONS

A regular full-time employee is one who is normally scheduled to work an average of forty (40) or more hours per week (2080 hours per year) on a regular basis, or works a full-time schedule as defined by the Department.

A regular part-time employee is one who is scheduled to work less than an average of forty (40) hours per week (2080 hours per year) on a regular basis.

Regular part-time employees are not eligible to receive any of the contractual fringe benefits in this Labor Agreement, unless otherwise specified in this Agreement.

ARTICLE 19 GENERAL PROVISIONS

Training. All employees may attend job related instructional schools or meetings if the Sheriff approves. For courses not related to certification requirements, the employee will be reimbursed in accordance with the maximum cents per mile allowance in the Code of Iowa for use of their personal car. The employee, upon presentation of receipts, will be reimbursed for registration or tuition fees, meals at a per diem, and necessary lodging expenses. For time spent at the school or meeting, the employee will be paid their regular scheduled day's pay.

Bulletin Boards. The Employer will provide adequate space on the bulletin to be used by the Union for the purpose of posting official Union notices.

Longevity. Employees will receive longevity pay in the amount of two cents (\$.02) per hour for each year of service.

Shift Differential. Shift differential payments apply to Dispatchers and Jailers only. A shift differential of fifteen cents (\$.15) per hour will be paid for hours worked between 3:00 P.M. and 11:00 P.M. A shift differential of twenty-five cents (\$.25) per hour will be paid for hours worked between 11:00 P.M. and 7:00 A.M.

ARTICLE 20
DURATION OF AGREEMENT

THIS AGREEMENT shall be effective from July 1, 2006, and shall continue to remain in full force and effect until its expiration on June 30, 2008.

During the life of this Agreement, neither the Employer nor the Union will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set forth in this Agreement. Should either party desire to modify, amend, or terminate this Agreement, written notice must be served on the other party before October 15, 2007. This Agreement will remain in effect from year to year after the expiration date if written notice is not otherwise received.

Signed this 14th day of April, 2006.

EMPLOYER

SHERIFF DEPARTMENT
MARION COUNTY

By [Signature] 4/13/06

Sheriff

By Howard Pothoven
Chairperson, County
Board of Supervisors

UNION

LOCAL 3673-4 of COUNCIL 61,
AMERICAN FEDERATION OF STATE,
COUNTY & MUNICIPAL EMPLOYEES,
AFL-CIO

By [Signature]
Business Representative

By [Signature]
Employee Representative 4/12/06

Acknowledged by:

[Signature]

Employer Representative
Von Bokern Associates

EXHIBIT A
SALARY SCHEDULE
DEPUTIES

Effective July 1, 2006

<u>Job Classification</u>	<u>Start</u>	<u>6 mos.</u>	<u>1 yr.</u>	<u>18 mos.</u>	<u>2 yrs.</u>	<u>30 mos.</u>	<u>3 yrs.</u>
Deputy Sheriff I	\$17.87	\$18.39	\$18.94	\$19.46	\$19.98	\$20.48	\$20.72
Deputy Sheriff II	\$16.17	\$16.71	\$17.23	\$17.76	\$18.28	\$18.79	\$19.28
Office Deputy	\$14.21	\$14.72	\$15.26	\$15.78	\$16.31	\$16.84	\$17.08

Effective July 1, 2007

<u>Job Classification</u>	<u>Start</u>	<u>6 mos.</u>	<u>1 yr.</u>	<u>18 mos.</u>	<u>2 yrs.</u>	<u>30 mos.</u>	<u>3 yrs.</u>
Deputy Sheriff I	\$18.59	\$19.13	\$19.70	\$20.24	\$20.78	\$21.30	\$21.55
Deputy Sheriff II	\$16.81	\$17.37	\$17.92	\$18.47	\$19.01	\$19.54	\$20.05
Office Deputy	\$14.78	\$15.31	\$15.87	\$16.42	\$16.96	\$17.51	\$17.76

Deputies will receive straight time pay for all hours worked, up to and including one hundred seventy-one (171) hours in the twenty-eight (28) day work period.

EXHIBIT A
SALARY SCHEDULE
DISPATCHERS & JAILERS

Effective July 1, 2006

	<u>Training</u>	<u>Start</u>	<u>Certified</u>	<u>6 mos.*</u>	<u>1 yr.*</u>	<u>2 yrs.*</u>
Dispatch and Jail	\$12.24	\$13.17	\$13.94	\$14.17	\$14.41	\$14.76

Effective July 1, 2007

	<u>Training</u>	<u>Start</u>	<u>Certified</u>	<u>6 mos.*</u>	<u>1 yr.*</u>	<u>2 yrs.*</u>
Dispatch and Jail	\$12.73	\$13.69	\$14.50	\$14.74	\$14.98	\$15.35

*from date certified

LETTER OF UNDERSTANDING
between
MARION COUNTY SHERIFF DEPARTMENT
and
AFSCME LOCAL 3673-4

July 1, 2006 to June 30, 2008

The Office Deputy will be paid the wage rate of a Patrol Deputy for all hours worked performing criminal investigations.

Signed this 14th day of April, 2006.

EMPLOYER

SHERIFF DEPARTMENT
MARION COUNTY

By [Signature] 4/13/06
Sheriff

By Howard Rothoven
Chairperson, County
Board of Supervisors

UNION

LOCAL 3673-4 of COUNCIL 61,
AMERICAN FEDERATION OF
STATE, COUNTY & MUNICIPAL
EMPLOYEES, AFL-CIO

By [Signature]
Business Representative

By Charles Mueen
Employee Representative 7/2/06

Acknowledged by:

Renee Von Bokern
Employer Representative
Von Bokern Associates